

What is sexual harassment?

Sexual harassment is unwelcome behavior or communication that is sexual in nature when:

- A student or employee is led to believe that he or she must submit to unwelcome sexual conduct or communications in order to gain something in return, such as a grade, a promotion, a place on a team or any educational or employment decision, or
- The conduct substantially interferes with a student's educational performance, or creates an intimidating or hostile educational or employment environment.

Examples of Sexual Harassment:

- Pressuring a person for sexual favors
- Unwelcome touching of a sexual nature
- Writing graffiti of a sexual nature
- Distributing sexually explicit texts, emails or pictures
- Making sexual jokes, rumors or suggestive remarks
- Physical violence, including rape, date rape, sexual assault and stalking.

How do I report sexual harassment?

You can report sexual harassment to any school staff or faculty member or directly to the Title IX Coordinator:

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Title IX Administrator
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206-239-4753

Any 'responsible employee' has the responsibility to report sexual harassment or a suspicion of harassment to the Title IX Coordinator

What are my reporting options?

You have the following options regarding reporting:

- a. The option to notify campus security and local police
- b. If you choose in notifying local law enforcement, the Title IX coordinator and/or campus security will assist; and
- c. You have the right to decline to notify the authorities whether or not you file a report or seek assistance.
 - i. Campus "Professional Counselors", when acting as such, are not considered to be a campus security authority and are not required to report

crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

- ii. If you are the victim of a crime and do not want to pursue action within the University System or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Title IX coordinator can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the University can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution.

What about my confidentiality?

- Confidentiality of victims will be protected, including publicly-available recordkeeping which will be accomplished without including identifying information about the victim, to the extent possible by law
- If you do choose to make an official report to the police and/or the university, you have the right to be treated with respect and to have your confidentiality maintained as much as possible to still ensure safety.

What other help can you give me?

The Title IX Coordinator can help you with the following:

- Existing counseling , health mental health, victim advocacy and legal assistance on or off campus
 - a. On campus: The City University Counseling Center is available to students in the local area on a sliding fee scale. The Title IX coordinator and/or counseling staff can assist in identifying appropriate additional health, advocacy, and legal assistance off campus.
- The Title IX Coordinator can provide assistance in determining options for changing academic, living, transportation and work situations as appropriate to the situation and regardless of the decision to notify the authorities or file a formal report.
 - a. It may be necessary to utilize additional people to assist with these changes or for safety purposes. Confidentiality will be maintained as much as is possible while also maintaining public safety.

- If you do choose to make an official report to the police and/or the university, you have the right to be treated with respect and to have your confidentiality maintained as much as possible to still ensure safety.
 - a. If the accused is a student, staff or faculty, both parties have the right to a fair and unbiased process without retaliation.